

# **EXHIBIT 43**

to the Declaration of  
Dean M. Harvey in Support of  
Plaintiffs' Opposition Briefs

**REDACTED VERSION**

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**From:** Donna Morris [dcmorris@adobe.com]  
**Sent:** Monday, January 24, 2005 11:29 AM  
**To:** 'Maria Rodriguez-Keely'; 'Ellen Swarthout'  
**Subject:** RE: Out-of-cycle adjustments, Compression - Mtg. w/ D. Morris 1/18/05

Thank you both for opening this discussion. Let me know how the overall staffing team can help to provide you with market trends from the recruitment viewpoint.

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Donna Morris  
Sr. Director, Global Talent  
Adobe Systems Incorporated

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**From:** Maria Rodriguez-Keely [<mailto:mrodrigu@adobe.com>]  
**Sent:** Monday, January 24, 2005 8:42 AM  
**To:** 'Ellen Swarthout'  
**Cc:** [dcmorris@adobe.com](mailto:dcmorris@adobe.com)  
**Subject:** Out-of-cycle adjustments, Compression - Mtg. w/ D. Morris 1/18/05

Ellen,

I met with Donna Morris on 1/18/05 regarding her concerns about internal inequity due to compression (the market driving pay for new hires above that of current employees). The following is a summary of her comments, some of our discussion points and next steps to consider:

